COMMAND BOARD
CONCEPT BRIEFING

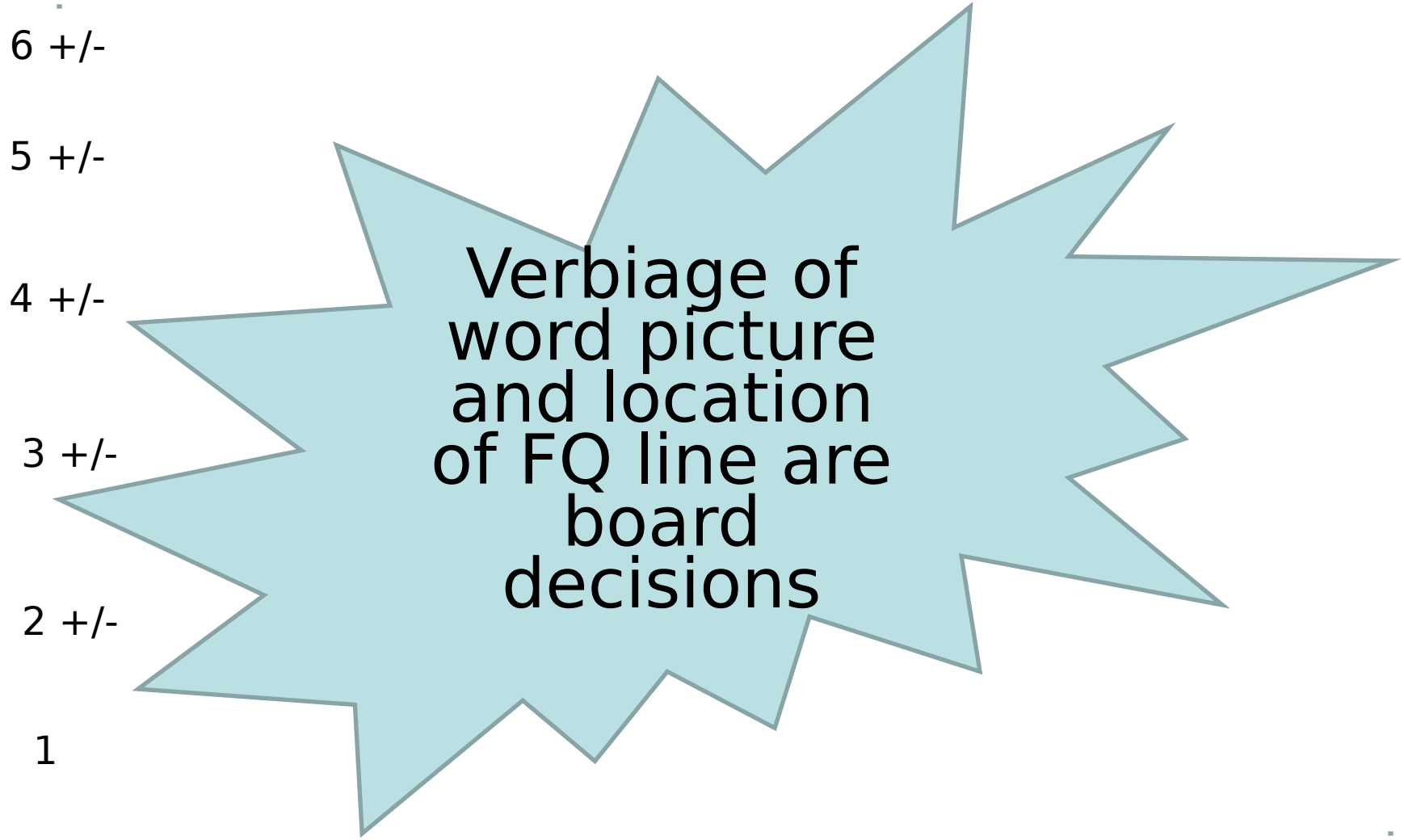
CONCEPT OF OPERATIONS

- Phase I - Identify “Fully Qualified”
- Phase II - Revalidate Deferees
- Phase III - Identify “Best Qualified”
- Phase IV - Show Cause
- Phase V - Board Products

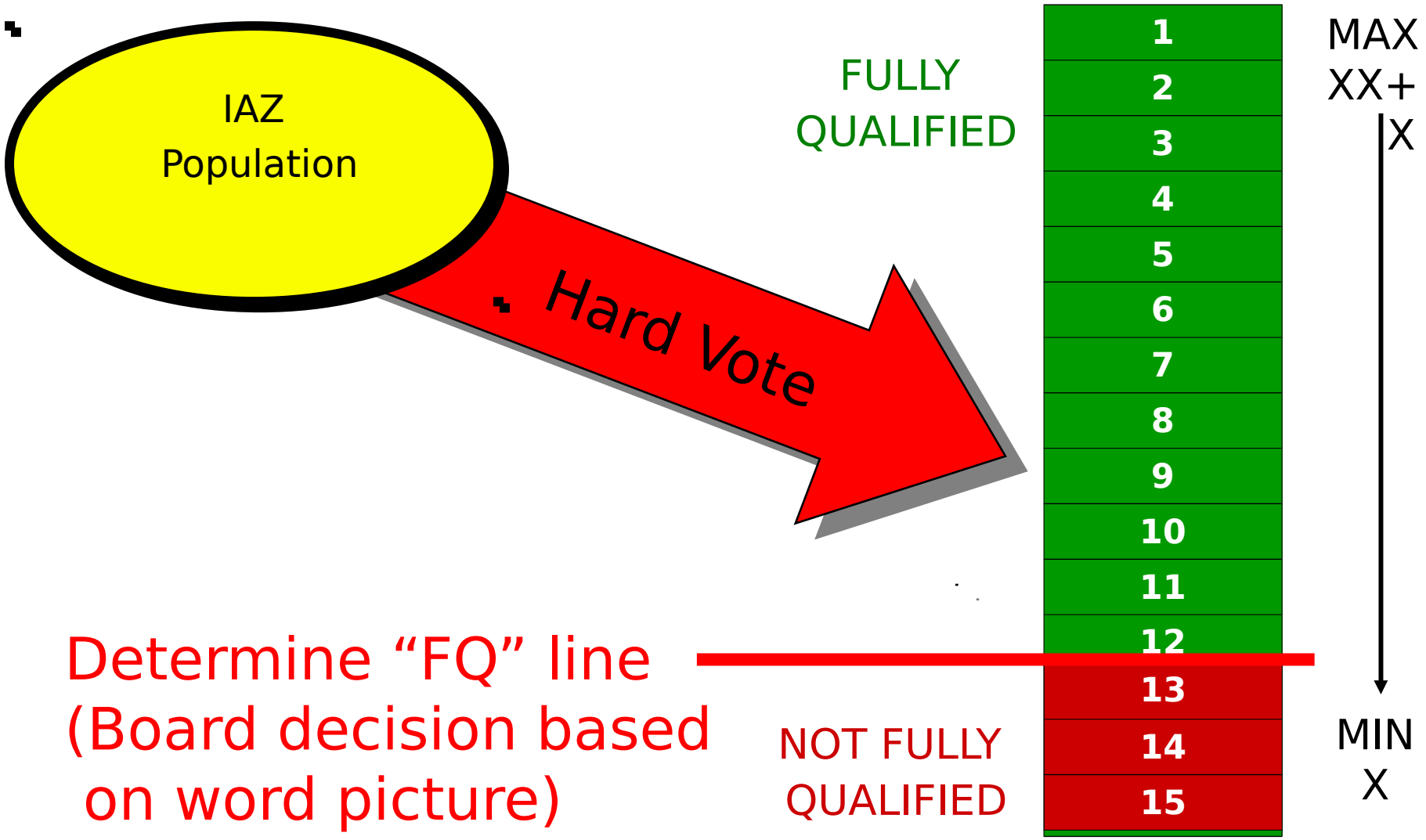
PHASE I - Identify Fully Qualified

- Vote Files (1 thru 6 +/-) for EACH CATEGORY that the officer is competing in.
- ID Possible Show Cause Cases
- Establish OML
- Establish Fully Qualified Line

EXAMPLE WORD PICTURE

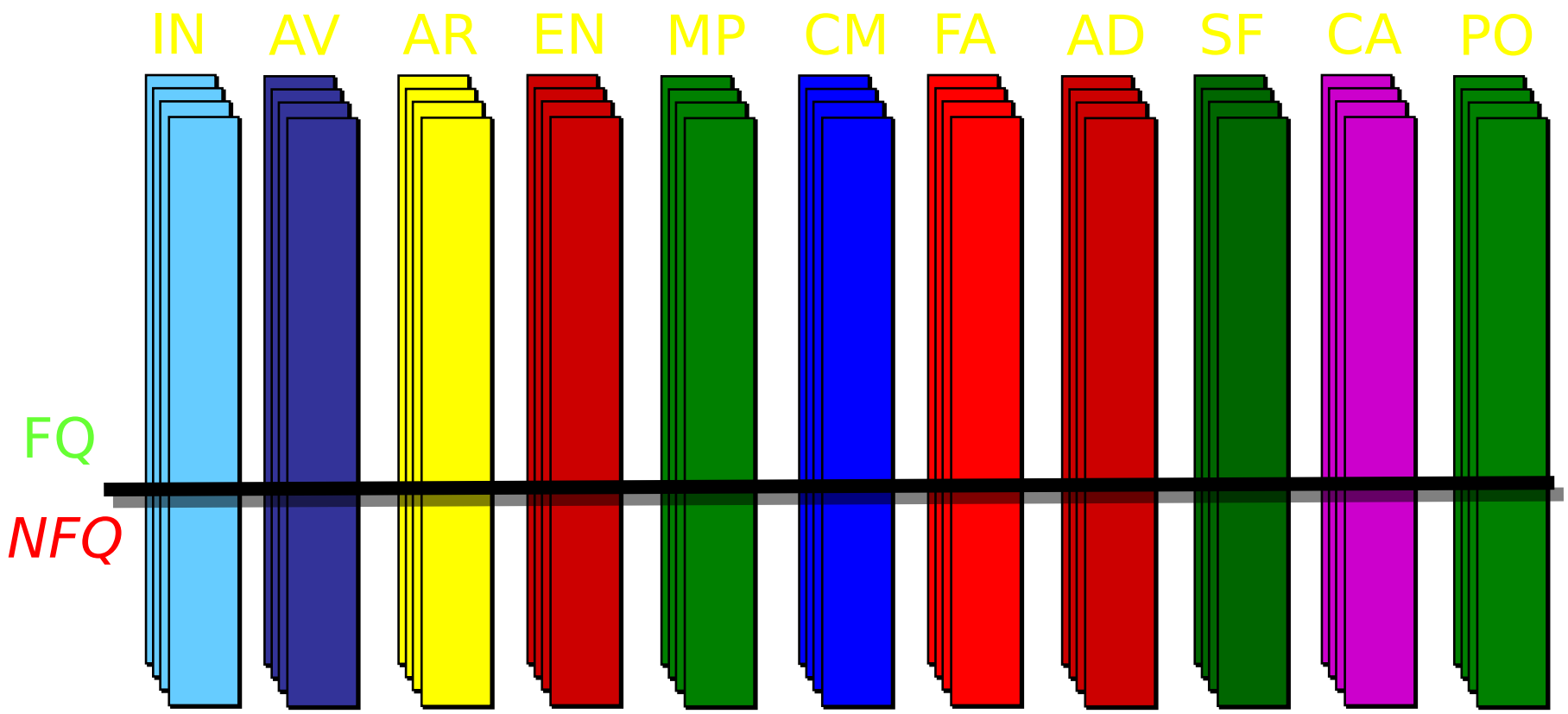


PHASE I - Identify Fully Qualified



PHASE I - Identify Fully Qualified

Establish Order of Merit Lists



XX Total Command Categories for MFE

XXX

PHASE II - Revalidate Deferees

- Review Files of officers previously selected, but deferred from command
- Vote files Yes / No / SC
- Do not compare the deferred files against the files presently under consideration
- Limit review to material changes since the original selection

EXAMPLE DEFEREE WORD PICTURE

YES: RETAIN on the CSL.

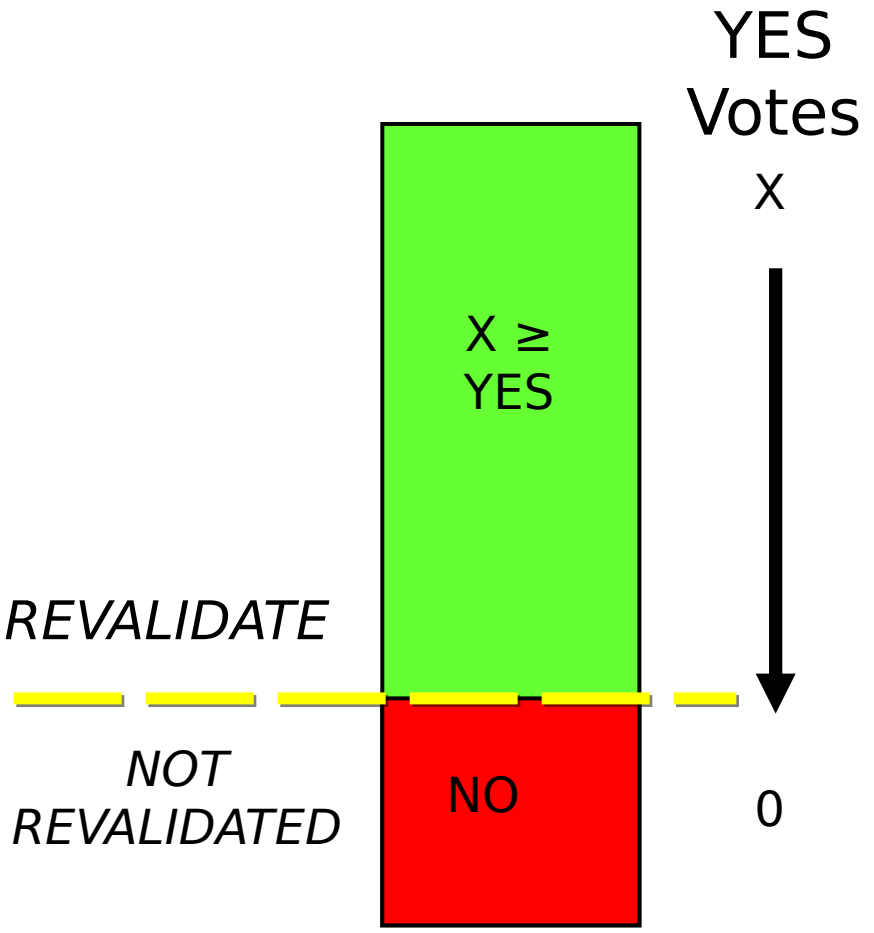
NO: REMOVE from the CSL.

SHOW CAUSE: Substandard Performance, Misconduct, Actions inconsistent w/National Security, Moral/Professional dereliction

PHASE II - Revalidate Deferees

- Majority Decision determines if an officer is revalidated.

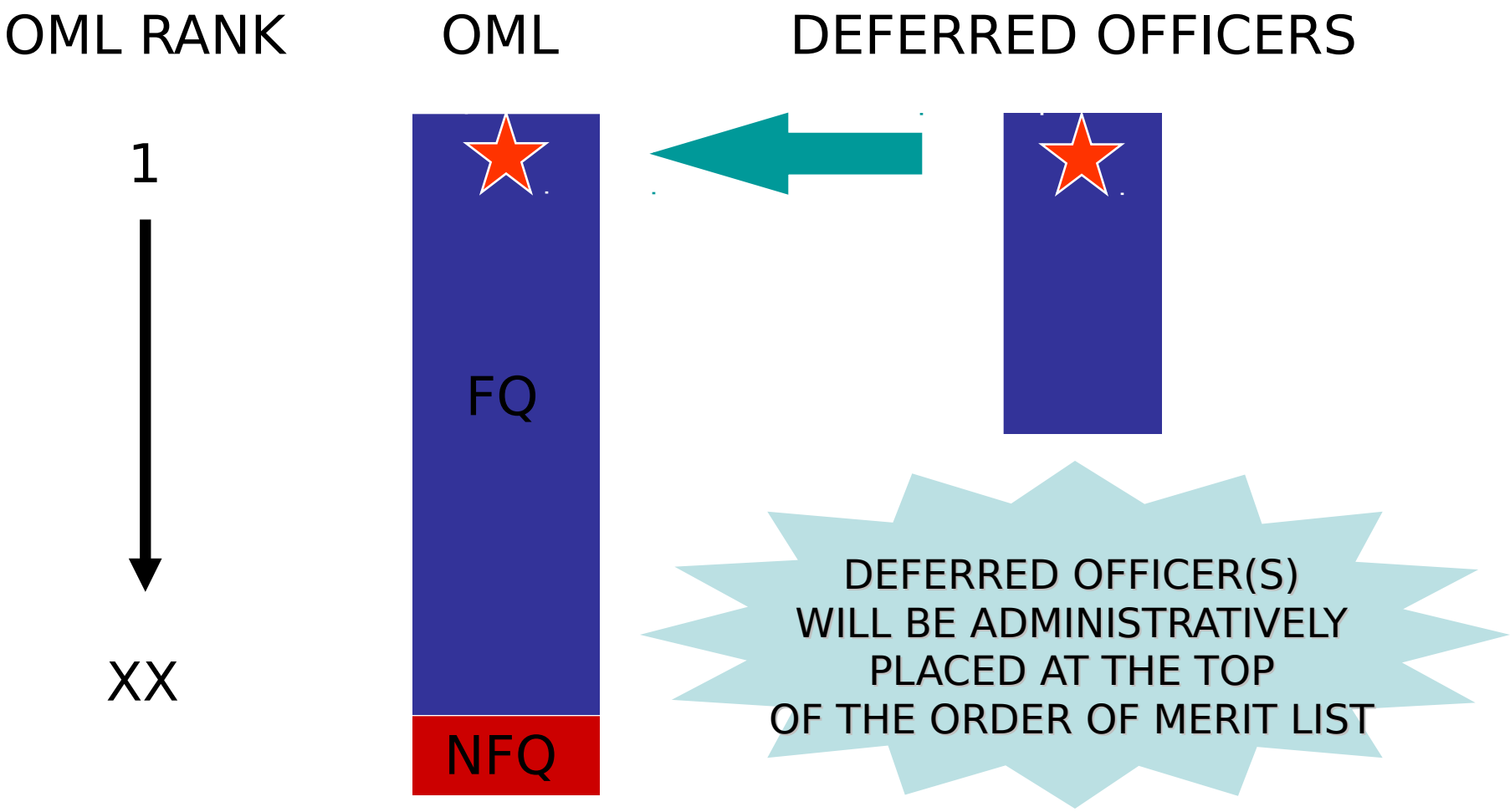
- Revalidated Deferees become PRINCIPALS in their respective categories.



PHASE III - Identify Best Qualified

- Integrate Deferees
- MOI / Skill Review
- Break Ties
- Deconflict OMLs
- Establish Best Qualified Line

PHASE III - Integrate Deferees



PHASE III - OML Deconfliction ROE

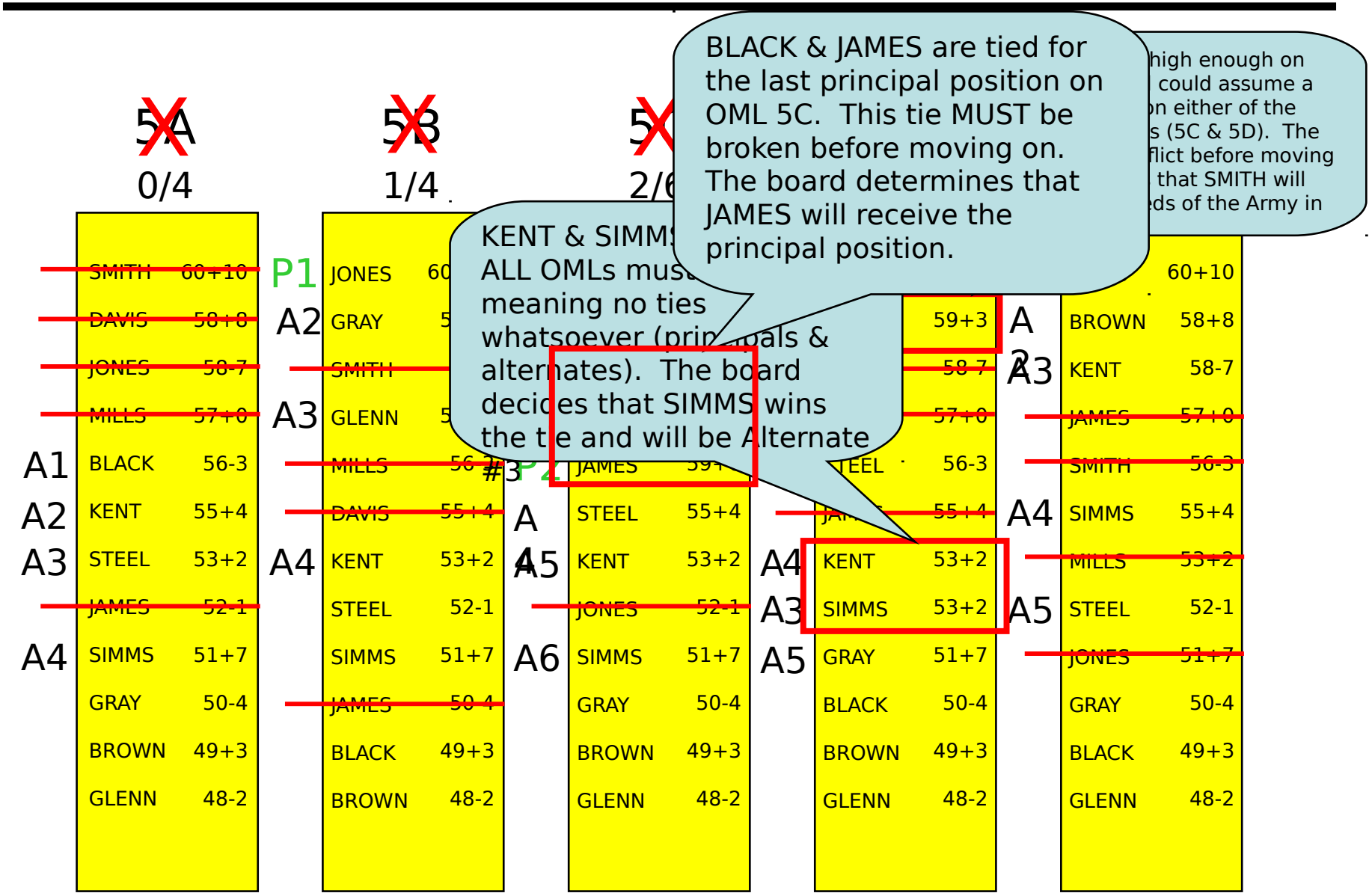
- An officer may only be a Principal on ONE (1) OML.
- A Principal may not be an Alternate on any OML.
- An officer may be an Alternate on MULTIPLE OMLs.

PHASE III - Deconfliction COAs**

- COA 1: HIGH SCORE
  - An officer will remain on the OML in which he / she received their highest score
- COA 2: OPEN DELIBERATION
  - Board members openly deliberate the best category for each officer to be placed in.
- COA 3: COMBINATION
  - Using the High Score as a start point
  - If the officer is within a certain score (such as one point) on multiple OMLs then the board openly deliberates

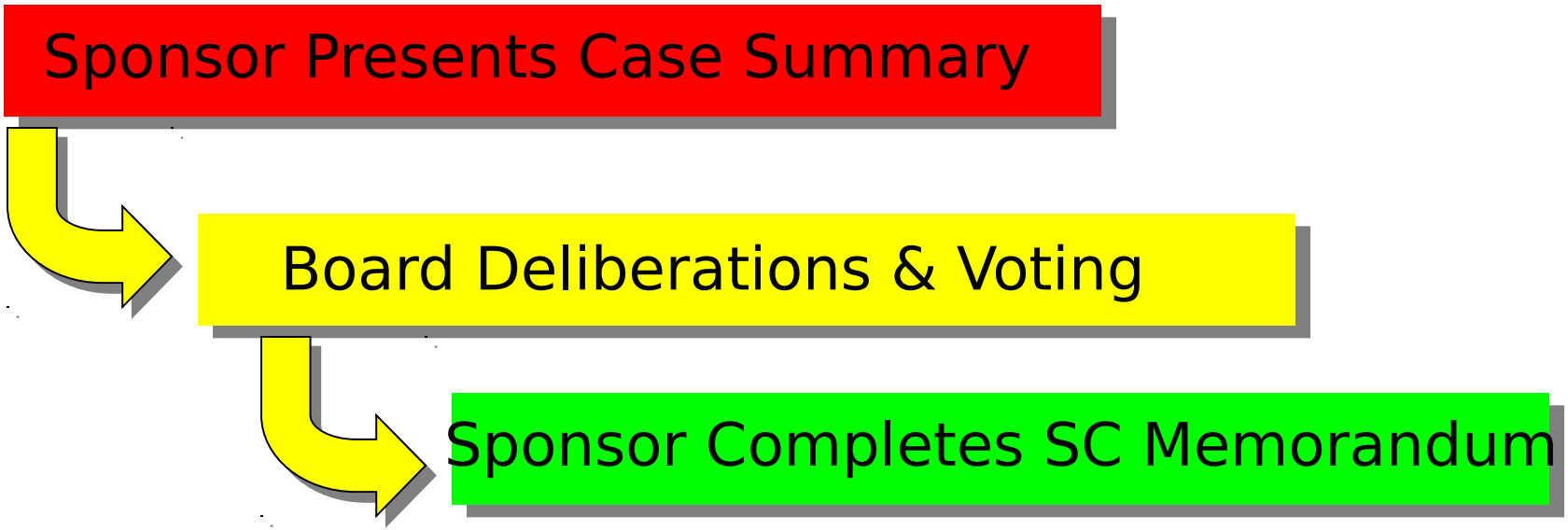
** It is a board decision which Deconfliction COA is used.

OML DECONFLICTION EXAMPLE



PHASE IV - SHOW CAUSE

- **Substandard performance of duty**
- **Misconduct**
- **Moral/Professional dereliction**
- **Actions inconsistent with national security**



PHASE V - Board Products

- Complete AAR
- Print Statistics
- Verify / Sign Attest Rosters (XX in OML Order)
- Show Cause Attest Roster and Written Summary
- Sign Signature Pages
- Board Report
- May / May Not Discuss Briefing
- DMPM Outbrief
- Recess

QUESTIONS?